Human Rights Policy and Management

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Article 1. Purpose

Shuang-Bang Industrial Co., Ltd. recognizes, respects, and supports the principles set forth in international human rights conventions, including the *United Nations Universal Declaration of Human Rights*, the *Labor Standards Act*, the *Employment Service Act*, the *Gender Equality in Employment Act*, and the *Human Trafficking Prevention Act*. Through human rights due diligence—identification, prevention, mitigation, and remediation—we are committed to safeguarding the human rights of all stakeholders involved in our operations and business activities. The Company strictly prohibits any form of human rights violation and complies with all applicable labor laws and regulations of local governments, thereby fulfilling our responsibility to respect, support, and protect human rights.

Article 2. Scope of Application

This Policy applies to the Company and all its subsidiaries.

Article 3. Policies and Guidelines

I. Elimination of Unlawful Discrimination and Ensuring Equal Employment Opportunities

1. Provide employees with a gender-equal and diverse working environment based on openness and fairness, without discrimination based on age, gender, disability, race, religion, political affiliation, or pregnancy.
2. Eliminate all forms of forced labor, employment discrimination, and harassment; respect privacy rights; and foster a workplace that is dignified, safe, equal, and free from discrimination and harassment.

II. Prohibition of Child Labor and Forced Labor

1. Prohibit all forms of child labor and human trafficking.
2. Respect employees' free will and strictly prohibit forced labor.

III. Reasonable Compensation and Working Conditions

1. All labor arrangements comply with legal requirements and do not involve corporal punishment, physical or psychological abuse, coercion, intimidation, verbal violence, confiscation of identification documents, or any other unlawful forced labor practices.
2. Regulations governing daily and weekly working hours, overtime limits, rest days, special leave, and other types of leave fully comply with applicable laws.
3. Wages paid to employees comply with wage-related laws, including minimum wage requirements and legally mandated overtime pay rates.

IV. Freedom of Expression and Participation

1. Respect employees' rights to freedom of association and collective bargaining

2. Hold regular labor-management meetings to promote a harmonious workplace environment.

V. Occupational Health and Safety and Work-Life Balance

1. In addition to providing a safe and healthy workplace in accordance with legal requirements, the Company collaborates with health service institutions to conduct monthly on-site health services, with professional physicians and nurses monitoring employees' physical and mental well-being. Regular training on occupational safety, health, and fire protection is provided, along with preventive measures to reduce occupational hazards and workplace risks.
2. Implement comprehensive and strict personal data protection and information security controls to ensure data security.
3. Organize Family Day events, employee recognition programs, year-end gatherings, and other activities to support employee well-being and strengthen team cohesion.

VI. Gender Equality and Diversity

1. Provide a dignified and safe working environment where employees are protected from discrimination, harassment, or unequal treatment based on race, gender, religion, age, political affiliation, or any other legally protected status.

VII. Data and Privacy Protection

1. Comply with all laws and regulations related to personal data and privacy protection, ensuring that the collection, processing, and use of personal data follow legal requirements and safeguard individual rights.
2. Protect the personal data of all stakeholders by establishing robust information security management systems and protective measures.

VIII. Grievance Mechanism

1. To ensure fair handling of employee grievances, the Company provides accessible grievance channels managed by the Administration Department, enabling employees to report issues to supervisors or designated units.
2. To uphold gender equality in the workplace and protect employees and job applicants from sexual harassment, the Company provides dedicated grievance channels via telephone, fax, and email. All grievance cases are handled confidentially, and no information that may identify the complainant will be disclosed. Written notifications of investigation results are provided to both the complainant and the respondent. If either party disagrees with the decision, they may file an appeal with the Company.